
**HUMAN RELATIONS COMMISSION
REGULAR MEETING
Monday, June 12, 2006
Human Resources
Pinnacle Training Room
7575 E. Main Street
Scottsdale, Arizona**



PRESENT: Michele deLaFreniere, Chair
Enid Seiden, Vice-Chair
Carol Padwe, Commissioner
John Tutelman, Commissioner
Theodore Tyler, Commissioner
Richard Woerth, Commissioner

ABSENT: Marty Gendron, Commissioner

STAFF: Don Logan, Office of Diversity & Dialogue
Lisa Bellamy Moore, Diversity Consultant

1. CALL TO ORDER

The regular meeting of the Scottsdale Human Relations Commission was called to order by Vice-Chair Seiden at 5:08 p.m. A formal roll call confirmed members present as stated above.

2. REVIEW OF MINUTES

**VICE-CHAIR SEIDEN MOVED TO APPROVE THE MINUTES OF MAY 8, 2006.
SECONDED BY COMMISSIONER TYLER, THE MOTION CARRIED
UNANIMOUSLY BY A VOTE OF SIX (6) TO ZERO (0).**

3. PROMOTING UNITY IN THE COMMUNITY

Chair deLaFreniere introduced Anne Goldfeld from the Phoenix Area Roots and Shoots, an applicant of the Promoting Unity in the Community Partnership Program.

Ms. Goldfeld addressed the Commission. She reviewed the history of the Roots and Shoots organization, which began three years ago and is comprised of approximately 66 local home schooling families with children aged 12 and under; approximately half of those families reside in Scottsdale. The program is affiliated with the Home Education Network of Arizona. The program mission is to foster care and compassion for the environment, animals, and the human community through service learning projects. She mentioned that many new members find the program through information found on their website.

The proposed project would provide training in non-violent communication presented in a style of passionate communication developed by Marshall Rosenberg, which would be held at the New Center for Spiritual Growth in Scottsdale. Ms. Goldfeld reviewed past projects conducted by the Phoenix Area Roots and Shoots organization, noting that this project's goal of promoting communication skills to interact peacefully and be able to resolve conflicts would fit with the mission of the Office of Diversity and Dialogue.

Vice-Chair Seiden commented that the project description was vague. Ms. Goldfeld clarified that the program would teach compassionate communication, which means to observe a situation and identify feelings. The information could be used for conflict resolution, but is more a style of communication to be used to avoid conflict.

In response to an inquiry by Commissioner Tyler, Ms. Goldfeld confirmed that the program was not connected to the Character Counts program in the public school system.

In response to an inquiry by Commissioner Padwe, Ms. Goldfeld explained that the New Vision Center for Spiritual Growth was a spiritual center not affiliated with a particular religion. One of the program members has provided use of the space.

In response to a question by Commissioner Woerth, Ms. Goldfeld confirmed that the Phoenix Area Roots and Shoots organization did not have a 501(c)(3). She clarified that the organization operated primarily on money from fundraising activities.

COMMISSIONER TUTELMAN MOVED FOR APPROVAL OF THE PHOENIX AREA ROOTS AND SHOOTS APPLICATION. COMMISSIONER TYLER SECONDED THE MOTION.

Ms. Goldfeld was excused in order for the Commission to have a discussion of the matter. Vice-Chair Seiden and Commissioner Padwe expressed concerns about the organization.

Mr. Logan mentioned that having the applicant present would have benefited the discussion because she could have clarified some of the concerns. He noted that with the grant program, Promoting Unity in the Community, Commissioners may be faced with awkward situations when expressing their feelings on particular issues. He opined that diverse opinions would strengthen the discussion; applicants do not expect everyone to agree and appreciate feedback.

A discussion ensued regarding the benefits and drawbacks of home schooling. Commissioner Padwe noted her unease that the Phoenix Area Roots and Shoots organization was not 501(c)(3). Commissioner Tutelman opined that Ms. Goldfeld outlined a program that provides a valuable resource to members of the community. Commissioner Tyler opined that the project was consistent with the Promoting Unity in the Community mission and that it would be an advantage to extend help to a group that had not been included previously.

**THE MOTION CARRIED BY A VOTE OF FOUR (4) TO ONE (1).
COMMISSIONER PADWE DISSENTED. VICE-CHAIR SEIDEN ABSTAINED.**

Mr. Logan noted that based on the Commission's decision, the Applicant would be eligible for a maximum \$500 reimbursement upon receipt by the Office of Diversity and Dialogue of paid receipts from the event. The event is scheduled to be held sometime between June 16, 2006 and July 21, 2006.

4. REVIEW OF COMMISSION BY-LAWS

Mr. Logan introduced the new diversity consultant, Lisa Bellamy Moon. He mentioned that her family moved to Arizona from the east coast approximately a year ago. She has experience managing her own consulting business, is an educator, has a diverse background, and is a strong facilitator. Ms. Bellamy Moon thanked noted her appreciation for the opportunity.

Mr. Logan distributed a benchmark comparison put together by staff of several different Boards and Commissions policies concerning attendance. The current language for the Human Relations Commission, Section 207 approved in November of 2000, indicated that if a Commissioner were absent three consecutive regular meetings or sessions, the chair would bring the matter before City Council for review.

The City Council liaison happened to be working to provide consistency in terms of how all of the Board and Commissions are addressing the issue of attendance. Together with the City Council liaison and the City Attorney's Office, language was developed which will be recommended to all Boards and Commissions. Mr. Logan reviewed the caption where the recommended change would exist: "If a Commissioner is absent from three consecutive regular meetings or from four meetings within a six-month period, the Commission may recommend by a majority vote to the City Council that the position be considered to be vacated and a replacement appointed. Written notification shall be provided the City Clerk of any vacancy created for this or any other reason."

It was the consensus of the Commissioners that the wording was acceptable.

Commissioner Tutelman noted that at the last meeting the Commission had voted to have a slightly different wording than was being recommended. Mr. Logan confirmed that action could be taken by amending the previous language, which would serve as notice to ratify the language at the next meeting.

COMMISSIONER TUTELMAN MADE A MOTION TO AMEND THE MOTION THAT WAS PASSED AT THE MAY 8, 2006 MEETING TO ADOPT THE NOTED RECOMMENDED LANGUAGE. SECONDED BY VICE-CHAIR SEIDEN, THE MOTION CARRIED UNANIMOUSLY BY A VOTE OF SIX (6) TO ZERO (0).

A discussion ensued concerning the process of the new language. Mr. Logan recalled that one major issue with the existing language was that there was no opportunity for the Commission to address attendance issues; the issue would

have been forced to go directly to City Council. The new language allows Commissions and Board to address their own concerns regarding attendance.

5. REGIONAL HRC MEETING UPDATE

Commissioner Padwe opined that the Regional HRC meeting had not been very productive; each city shared projects they had been working on and there was discussion on the day labor forum. She mentioned that the four organizations supporting the day labor center were out of money which would present problems.

Mr. Logan reported that the issue with the new Scottsdale Lowe's, the subcommittees, and the Unity Walk were discussed.

Vice-Chair Seiden mentioned that the representative from Phoenix talked about being more involved with the immigration issue and waiting for that decision before deciding how to approach day labor. When Commissioner Padwe commented that the representative from Phoenix had spoken about providing information on the Phoenix forum, Mr. Logan noted that representative had reached the end of her term. He stated that the staff liaison would be working to acquire that information.

6. CHAIRMAN REPORTS

None.

7. COMMISSIONER ITEMS

Vice-Chair Seiden thanked Mr. Logan for making the commencement speech at Western University. Mr. Logan asked Vice-Chair Seiden to thank her husband for providing him the opportunity. He mentioned that several faculty members requested copies of his presentation.

Commissioner Tutelman reviewed that he had previously mentioned that the U.S. Attorney's Office held an informational meeting for upper level law enforcement management with the purpose of providing information about upcoming conferences they would be sponsoring. He reported that the U.S. Attorney's office together with the Anti-Defamation League would be training officers to train others in hate crime investigation on June 15 and 16. He will report on the event at the next Human Relations Commission meeting.

Commissioner Woerth mentioned the negative newspaper articles in Tempe concerning a watchdog group claiming that there is still harassment in Public Works. He noted that one thing being reported is a lawsuit won by the watchdog group concerning activities from ten years ago. He clarified that the Tempe Diversity Director was doing a great job and the situation is not as it has been reflected in the paper.

In response to an inquiry by Commissioner Tyler, Commissioner Tutelman discussed the influx of gang members from California. The Phoenix Police Department has a very effective gang unit and they are aware of the problem;

they were able to be more effective before losing the federal money that was shifted into Homeland Security. Phoenix is not as gang-infested as other cities its size.

Commissioner Seiden mentioned that reports are saying the gangs coming in are more mafia-type and that the gangs are working together.

Mr. Logan stated that the gangs have gotten sophisticated enough that they now live outside of the areas that they have tagged as their turf, because they know that programs like GET EM look at geographical areas where they locate. Members do not dress the way they used to with identifying colors and paraphernalia and no longer use gang signs.

In relation to gang killings, Mr. Logan mentioned being touched by a photograph of a young man 17 years old that had been killed which depicted his mother leaning over him. An officer in the photograph reportedly had recently had a conversation with the young man encouraging him to stay out of trouble; the boy was later a victim.

8. OPEN CALL TO THE PUBLIC (A.R.S. § 38-431.02)

None.

9. STAFF LIASION ITEMS

Mr. Logan recalled that in the last meeting there had been a directive to staff to do benchmark comparison of city holidays. He presented a chart comparing several local cities, noting that the information had been last updated in October 2005 and may be outdated but would still provide a guideline. Mr. Logan reviewed and compared the cities as depicted on the chart. Discussion ensued concerning the differences in City holidays and benchmarking in order to stay competitive.

In response to a question by Vice-Chairman Seiden regarding the Tempe Fire Department's loss of employees, Commissioner Woerth explained a program called the Drop Program. The Drop Program allowed employees to technically retire with the retirement going into an annuity with the state while the employee keeps their job for five years. He opined that it was a win/win situation for the City and the employee, because the City did not have to pay into the employee's pension system anymore and the employee did not pay in; but in five years the employee has to leave. This June will be five years since the program began, so many people are leaving the Department

Mr. Logan mentioned that the Frances Young Community Heroes application nominations are due by August 4 and presented the Commissioners a copy of the application.

Commissioner Seiden suggested nominating Commissioner Tyler because of his plethora of volunteer interests. She requested that someone nominate Commissioner Tyler at the next meeting in her absence.

Mr. Logan distributed a printout of the Human Relations Commissions page on the City of Scottsdale's website depicting Commissioner contact information.

Mr. Logan invited Human Relation Commission members to attend the Juneteenth event scheduled for Thursday, June 15, 2006 on the concourse at Scottsdale Stadium from 11:30 until 1:30, noting that it would be primarily an employee event. Mr. Logan gave a brief history of the Juneteenth celebration which is a state holiday in Texas. The holiday is promoted in Scottsdale in response to the diversity initiative and educating people. Juneteenth is special to African Americans because it is part of their ancestry and history.

Mr. Logan mentioned that the Hispanic Heritage is moving forward and is still planned for September 13, 2006. The next meeting will be held on July 6, 2006, in the Verde Conference room.

Mr. Logan recalled the conversation from the last Human Relations Commission meeting. He noted that staff suggested that the Lowe's southwest regional manager be contacted; that person would have a strong interest in strategizing ways to address concerns with day labor activity.

Mr. Logan mentioned that Chief Alan Rodbell appointed Sean Duggan as his new deputy. Mr. Duggan has done wonderful things in District One with cultivating relationships with the community, not only with curbing crime but cultivating trust.

10. ADJOURNMENT

With no further business to discuss, the meeting adjourned at 6:44 p.m.